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1996 CFW Part-Time Issues Committee Status Report

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COMMISSION FOR WOMEN
PART-TIME ISSUES COMMITTEE

STATUS REPORT
April 1996

Background

The following section from *The Status of Women at The University of Tennessee, Knoxville (prepared by the UTK Commission for Women, March 1994)* provides the basis for the work of this committee:

Part-time employees at the University generally receive fewer benefits and lower pay than their full-time colleagues. In addition, they have little input into their job assignments. On the other hand, survey respondents reported that availability of supplies, space, and support staff is generally good.

Many respondents feel that the University does not seem to realize the significance of the contributions of part-time employees. The flexibility inherent in part-time positions is not sufficient compensation for their efforts. Their salary is generally well below that of full-time employees performing the same functions. Furthermore, they are not entitled to many of the benefits enjoyed by full-time employees, particularly if their appointments are below 75 percent time.

Recommendations

19. Take steps to bring compensation, including longevity, of part-time employees up to the level of full-time employees performing identical functions.
20. Encourage part-time employees who are interested in promotion to learn new skills. Provide support for professional training and development.

Summary of committee action

This committee reviewed the Chancellor's Response to Part Time Issues (attached). The CFW report and the Chancellor's response were shared with the UTK employee relations council representative for part-time employees.

Comparable universities were contacted to gain knowledge regarding their institutional treatment of part-time faculty and staff.

The committee identified issues specific to faculty and staff.

Part-Time Issues
April 1996

Recommendations

This committee should be continued for the next year to complete the following endeavors:

- *Identify specifically the issues that pertain to part-time faculty and then define goals and objectives for addressing these issues.

- *Initiate a review of the Faculty Handbook provisions for part-time appointments.

- *Include the employee relations council representative for part-time staff on this committee.

- *Identify and support ways to educate the campus community regarding the value of part-time employees so that these employees experience fair treatment and equal accessibility to the offerings of the campus community.

Attachment (1)